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# CIA Opens Up Search for Job Applicants

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WASHINGTON — The CIA has always been subtle, if not downright secretive, in its recruiting practices for new agents and personnel. A discreet ad might occasionally appear in the back pages of the Wall Street Journal or New York Times advertising CIA job opportunities.

But this past week on two of Washington's most popular news-talk radio stations, the CIA for the first time began a weeklong media campaign to encourage applicants for its more than 100 technical, professional and clerical jobs. A one-minute CIA radio Spot says, "If you want to shape the world to come, send your resume to the CIA."

The CIA is the only government agency, with the exception of the Defense Department, that is actively and openly expanding its staff during this era of government cutbacks.

For security reasons, the degree of the CIA expansion is unknown except to members of Congress and key administration officials.

But a senior Senate staff member explained, "The defense budget is increasing, as we know. We can assume the intelligence budget represents the first line of defense for this country," and has therefore been expanded. The CIA budget is included in the overall national budget, but is "hidden" among other categories, according to the staff person.

Even before the radio ads, the CIA Washington recruitment office was receiving about 1,300 resumes a week, according to Hank Walton, deputy chief of recruitment. "We are very, very selective," he said.

Walton said the CIA decided to run the radio spots "because we thought it was important for people in the area to know that we are hiring. There are a lot of people who have been RIFed (an abbreviation for government 'reduction in force') or are in the private sector and unaware of possibilities with the CIA."

The CIA is actively looking to hire people with backgrounds in economics, political analysis, geographic area study, computer science and engineering, said Walton.

"We are constantly in need of clericals, escorts and security guards," he added, explaining every agency employee has to pass top secret security clearance.

The agency also is looking for recent college graduates to go into its career training program, which would lead to service abroad as intelligence officers. The training takes up to two years, said Walton, and usually takes place at the CIA's Langley, Va., headquarters.

Walton was vague on the amount of hiring his office will be doing. "Over the past couple of years we've had some reductions. We're building back up. We're expecting some modest increases in the next few years."

Most professionals hired with little job experience can expect a salary in the \$16,000-to-\$25,000 range. Graduate degrees are often required. Clerical salaries are between \$10,000 and \$15,000.

The application procedure is long and time-consuming, often taking up to a year before the CIA makes a final decision on a candidate.

"Based on the review of a resume, we would ask a person to come in for an interview with one of our recruiters and fill out about a six-page application form," said Walton.

For those who make it past the initial screening, the process in-

cludes a lengthier application form (about 16 pages), written exams, an oral exam, a lie detector test, medical check and an extensive security clearance.

One Georgetown University foreign service school graduate applied to the CIA last year. After filling out the initial application form, "I got a confidential letter saying they wanted to see me again and set up some tests," he said.

"It took three full days, about six to seven hours a day," he said of the exams, which included tests of aptitude, psychological state of mind, and language abilities.

"Then you wait," he said. "There is a lot of waiting." He had an oral exam, and was given a polygraph test twice, being asked such questions as, "Do you believe in communism?"

After about a year, he was offered a CIA job, but not one that he wanted. He turned it down, but is considering reapplying.

In the 1970s, the CIA came under much public criticism for secretly recruiting American and foreign students on U.S. college campuses, particularly at the Ivy League schools. CIA recruiters often held campus faculty and staff posts, their affiliation unknown to their college colleagues.

But Walton indicated such practices no longer exist.

"We don't recruit that way. If a professor or counselor knows we are looking for economists or whatever and he has a first-rate student, he might put a bug in his ear that we (CIA) are looking for economists," Walton said.

Walton said they are closely in touch with 350 college placement offices across the country, where they do recruiting. "We announce to the placement director we'd like to be given the opportunity to interview students like any other company."

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